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February 14, 1974

ROBERT GNAIZDA
Public Advocates
433 Turk Street
San Francisco, Ca. 94102

Dear Bob:

Thanks for the information on the Bank of California and its progress on its affirmative action program.

In the aggregate the figures seem impressive, but I would like a breakdown of the "women" category on racial lines. I would expect the bank to be able to move relatively rapidly and effectively to upgrade women already employed and with bank experience.

The banking industry, however, has been noticeably poor in the past on the hiring of racial and ethnic minorities--- male or female. I am, therefore, particularly interested in how minority <u>women</u> are represented in those impressive statistics. Isn't the Bank required to give its affirmative action progress by <u>both</u> race and sex?

Black Women Organized for Action put its account into the Bank of California because of its agreement to engage in affirmative action. We are now prepared to withdraw the account and open it elsewhere because, from our eyeball survey, that affirmative action promise has not developed into an affirmative action reality for Black women.

We would appreciate knowing if our visual impressions are inaccurate.

Many thanks.

Sincerely,

Aileen

AILEEN C. HERNANDEZ

ices of **Public Advocates, Inc.**

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Hon. Paul Peek, Chairman, Board of Governors
Linda Marquez, Administrator

FEB 14 1974

M E M O R A N D U M

TO: AILEEN HERNANDEZ
PATSY FULCHER
PAULA BERNSTEIN

DATE: 2-12-74

RE: BANK OF CALIFORNIA

FROM: R. GNAIZDA

Regarding the Bank of California's employment goals as set by the Consent Decree of June 27, 1973, the following report has been submitted:

The goal was 147 women at the management level (16%). The Bank more than met this goal, since it now has 189 women (20.5%). This is significant particularly because the Bank's total management staff did not increase during this time period. At the time we entered into the Consent Decree, the Bank had only 125 women (13.1%).

An analysis of the various management level categories indicates that the Bank met or more than met its goal at every management level, including senior management. For example, at the intermediate management level, the Bank's goal was 94 women, and it now employs 118 women.

At the non-management levels, I have analyzed each of the grade levels from 5 to 11 (the higher the number, the higher the salary). At each of those levels, the Bank appears to have met or more than met its employment goals.

Racial breakdown??

(continued)

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Despite this favorable statistical outlook, I would appreciate receiving any information you have on the failure of the Bank to meet its obligations. In addition, it is my tentative intention to conduct a full-scale audit of the Bank in August, 1974, after the first full year's data are available. In the interim, I will conduct a cross-check verification of the data submitted.

RLG:mat